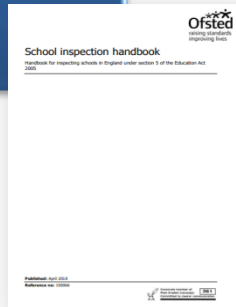


Story of Improvement

Context: Subsequent to the Ofsted visit 2017 listening to feedback from SLT and Heads of Department, for those departments who had not been directly included in Ofsted meetings there was still mystery on what had been discussed and questions that had been asked. For new Heads of Department this was also an area where a cohesion of expectations and being Ofsted ready was a grey area.

Idea: To help become Ofsted ready in 3 years time and to aim for 'outstanding, creating a framework for HODs whether new or old, where HODs feel supported, know expectations and are effective as Middle Leaders. The aim is to create a simple framework which can be used as part of an induction/expectations pack for New HODs and well as those who are already in the position.

Looked at guidelines for Ofsted



Question: Do HODs know and what is required of them so ready for Ofsted?

By interviewing several Core HODs who went through the experience, although they had experienced 'role play', they still were asked questions that they had not been prepared for, but knew the answers. **Some were fairly new to the role and had no guidance when they started on what was needed or required. They 'found their feet' as their role progressed. For those HODs not experienced to converse with Ofsted, there was a need to make sure all HODs did things the 'School Way'.**

Question: What does a HOD need to know, what tools do they need to be ready for Ofsted?

Looking at job descriptions there was a need to 'standardise' certain elements that are generic.

Talking to HR a generic job description exists - what can be improved?

Solution:

Looking at guidelines for Ofsted, requirements for HODs and by looking at job descriptions there was a need to 'standardise' certain elements.

Improve the clarity of the HOD job description and expectations

Creation of a HOD folder which has the framework of requirements eg. Appraisal, lesson observations, group data analysis. Creating synergy.

HODs to be Ofsted ready & confident within 3 years